

Step Write Up



Volume 16 Issue 1

February 2010

ISO 9001:2008

The International Organization for Standardization commonly referred to as ISO (I know, it is not an acronym) is a collaboration between many countries representing many areas of business, government and other areas of expertise (such as electrical and engineering) that started in 1947. The goal was to create international unity in acceptable industrial standards. ISO can be applied to any organization no matter the size, service or product. Once the organization decides to have their quality management system be ISO compliant, procedures are written, employees are trained and independent auditors will verify the company's standards are satisfying customer quality requirements, regulations and in compliance to the ISO standard. Recertification is required every 3 years with surveillance audits occurring in-between.

Step became ISO Certified in 2007 to ISO 9001:2000. We found many benefits that came along with our certification such as better traceability of product, better documentation, clear communication between departments and ensuring we all had the information we needed to do our job (from incoming product to invoicing). We have seen the benefits of bringing this thinking into other areas of

business that are not necessarily covered by ISO, such as payroll.

In January we were audited to a new standard ISO 9001:2008. We had two auditors with us for two days covering the Neenah and Milwaukee locations. I am proud to say we received our certification with no findings (non-compliance or non-conformity), a huge accomplishment for any organization. The staff and employees work hard every day to ensure the work we do here is top quality and that we are taking care of our customers and this audit affirmed that dedication.

I would like to thank all of the employees of Step Industries who helped us achieve this certification. I would like to send a special thanks to Sam Wisneski. Sam has a big and sometimes thankless job overseeing our quality system. Sam does a good job getting the message across about how important quality is to Step Industries.

Michelle Devine Giese

President

Special Events



Welcome Hunter Gregory
Born 12/03/09
1:01 A.M.
7 lb. 7.2 oz
18" long
Son of Haley P.

Statement of Purpose

Step Industries provides transitional employment to people recovering from addiction to alcohol and other drugs. These opportunities are intended to relieve the stress of unemployment, promote self sufficiency, and help prepare the recovering person for further vocational growth.

Although we are a nonprofit corporation, we are primarily supported through the sale of our services. Thus customer satisfaction is essential to our ongoing success.

We offer a safe, supportive work experience. We choose to work together in an environment of respect, cooperation, and trust.

Without Dreams by David C.

“Without dreams...A man can only hope, He'll suffer less tomorrow.”

This is a quote I wrote when I was in prison back in 2003. Personally, I feel that dreams and dreaming are an important part of a person's journey through life. When I say this, I am not referring so much to the little stories that play over and over in our minds while we sleep. What I am talking about are the dreams and ambitions we set for ourselves as students, employees, parents, and as we are today; recovering alcoholics and addicts.

Shortly after starting at Step Industries, Mr. Hugh Holly asked each one of us at orientation to think back to when we were little children. We were to recall what we wanted to be when we grew up. I did, and I remember wanting to be a forest ranger simply because I loved the great outdoors. Others in the group said: doctors, firefighters, teachers, professional athletes, etc. But no matter what we recalled, no one said they ever dreamed of being an alcoholic or drug addict. I guess these professions didn't pay quite as well...who knows?

Anyway, while I drank and popped pills, I spent countless dark and angry days just cursing life and asking, “why me?” Those tirades became worse especially after losing one of many jobs, or going through my messy divorce, or while locked up behind bars. Life wasn't turning out how I had pictured it as a kid. It sucked and it wasn't being fair to me. Of course I felt that I wasn't to blame and so I naturally blamed

everything around me. Not only was it easier for me to point the finger at others rather than look at the ugliness I had become. I was also able to hold onto a bundle of excuses which could fuel my continued drinking and drugging. Sick and twisted, I wanted my loved ones to say, “look at poor poor David.” A pity pot is a comfortable spot when you feel that you've lost direction and have lost all your dreams along the way. At least that's how I used to feel.

Today, with a hundred plus days of sobriety under my belt, I certainly do not claim to have all the answers to my recovery. However, with the help of the Mooring House, my sponsor, and those of you here at Step, I am slowly learning. Today I no longer live in my pity pot blaming others for my disease. And today in recovery, I have new dreams which allow me to have new hope. I have taken the first steps to working for a degree towards becoming an AODA counselor by enrolling at Fox Valley Technical College. I want to give back.

I believe that we are not our past. Personally I like to think of mine as that tough old teacher who I hated back in high school, but who taught me a whole helluva lot. We can grow from our past mistakes and correct the path that drinking and drugging has so tragically damaged. It's our choice. And if you're a dreamer as I am, I truly hope you choose to pursue that one elusive dream of yours. I hope that it may also help to lead you through life clean and sober.

Happy Birthday!

Neenah

Clint H.	2/08	Kristie S.	3/01
Tiffany K.	2/08	Joseph L.	3/08
Julie K.	2/13	Natasha B.	3/15
Robert C.	2/15	Melissa E.	3/16
Michelle E.	2/18	Mary R.	3/19
Paige R.	2/18	Natalia W.	3/22
Cory S.	2/20	Joshua R.	3/24
Lance B.	2/23	Robert R.	3/27
Jessica S.	2/29		
Stephanie G.	3/01		



Happy Anniversary!

If you see any of these people, give them a big hug and ask them how they did it!

Neenah

Mary R.	2/19/85	Roger C.	3/13/09
Antonette D.	2/24/08	Derek E.	3/15/09
Andy H.	2/27/08	Daniel R.	3/27/97
Catherine B.	3/09/08	Julie H.	3/29/05

Special Thanks!

Step Industries would like to send out a special thanks to The Prosser Family Fund, Seifert Family Fund and Jewelers Mutual Charitable Giving Fund within the Community Foundation for the Fox Valley Region. These donations make a huge difference to so many people who are trying to change their lives. We appreciate the kindness and thoughtfulness.

Meet the Board: Maureen Jorgensen

My name is Maureen and last fall I was introduced to Step Industries at the Step It Up event held at Fox Valley Technical College. I attended because I wanted to meet Kristin Steede & Cathy Skell (from the Biggest Loser). Little did I know that I would actually meet some amazing survivors, each with a story to tell.

Here is mine:

I was raised in a big family, and my addictive behavior began at an early age, when I desperately sought the approval of others. At 19 years-old I began to drink. Alcohol provided my escape from low self esteem and an overwhelming sense of inadequacy. For the next twelve years excessive amounts of alcohol and intermittent drug use fed my addiction. On September 5th, 1988, my 6 year old daughter asked if she could sign up for an evening gymnastics class. I immediately responded, "No," knowing I would be in no condition to drive her to a night class every week. Later that same evening I checked in on her as she slept. In a poignant moment, God revealed to me how my addiction was negatively influencing the lives of my children. That was it. The turning point. The watermark moment. I was done. I never fed the addiction again. The person who influenced me the most was my daughter, Roz. At the young age of six years-old, she saw a mommy beyond the empty wine bottles and she had the courage to ask for a life with more.

As I write this – the words make the process sound easy. You know it was not. On that Sunday night, more than 21 years ago, I began to crawl out of a dark and nasty black hole that had been my life of addiction. The journey was slow and often painful, wracked with guilt and regret. Each day I pushed a little bit further from that point I now call "bottom."

I was blanketed with shame and remorse for many years – and still experience waves of shame today. However, I have completely acknowledged and accepted that my life in that pit is a part of who I am today. As pathetic and manipulative as I was in the throes of my sickness, I am humbled today because of the person I was then. There is a unique quality within the soul of a person who has been broken.

I am on the Step Board because I am an addict in recovery and I believe that the potential of recovering addicts is unlimited. I pray that I may be an encourager to others who believe they are less of a person because of their addiction. My desire is to share the message that surviving an addiction makes you something MORE.

Six months into my sobriety I accepted a position as a bank teller. With a college degree, I may have been qualified for something more - but my priority was my sobriety. I have been in banking ever since, working 15 years for a large holding company, steadily advancing within the corporation. In September, 2005, I was recruited and accepted the role of Senior Vice President at First State Bank. In my role I lead and manage the Consumer Banking Division. With 40+ employees on my sales team, this past year we exceeded performance expectations! Where I have been in my past is very much a part of who I am today. And I am a better leader, coach and mentor because I have been broken.

Employee Spotlight: Mike M. Neenah Plant

To write my story I had to dig up some very uneasy memories of 25 years of my affairs with alcohol. It all started to end when I got picked up for my 4th OWI. It reminded me of a famous TV show back then—Dragnet. All I remember is the cops saying to me, “Sir give us the facts—just the facts—we know your history.”

As I reminisce about my past domestic abuse charges, OIW’s, and disorderly conducts, I can’t believe I am alive. What insanity!

I have been in such places at NOVA, MINISTRY in Stevens Point, numerous in and outpatient programs and even at Mooring Programs twice. But I never got serious with me. I never got selfish with me.

The days were getting darker for me and I didn’t know it or care. I’m invincible—or so I thought. Even my counselor at Theda Care had concerns that I was on a suicidal mission and couldn’t see it.

Even my wife of 29 years and my six beloved children gave up on me. I was left abandoned—emotionally, physically, and lovingly, but we still all lived together and still do.

I ended up in jail once again in 2007 for drinking on probation. This time I was revoked to serve out my time. Now it hit me while in jail. I lost my trucking company. I had to sell all my farm cattle so we wouldn’t lose the farm. I lost my career as a City Water Technician. And worst of all, while in jail I found out that my oldest daughter, who has leukemia, lost our grandchild before birth. Jenny, our daughter, was the only one to visit me in jail. She cried and I cried. We couldn’t even touch each other. Now my Higher Power worked and I accepted I was an alcoholic.

I made a pact with Jenny. I told her to keep a positive attitude, do whatever the professionals recommend. Don’t miss appointments and above all, pray to our Higher Power to keep on the path of recovery. “And as your father, I’m starting today and I

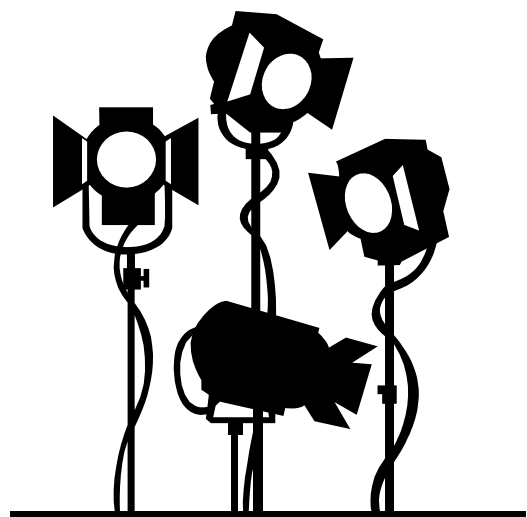
want to be a good, wholesome example and please follow my lead.”

That was in 2008-2009 and she is in remission and I’m once again at Step. Now each day is wonderful. My weekends are uneventful. That’s good. I go to bed and wake up in my own bed (not in jail.)

In conclusion, I have created what I call “new life experiences.” I volunteer my talents and forge ahead to help out where I can as a past firefighter, first responder, and airport security person. I thought I’d lost that communication with people. I had isolated myself when I was drinking and thought myself invisible.

As I came back to Step Industries, I was welcomed and find that I am now stronger and more caring. I want to share openly my real life experiences to help our future generations. By going to work and meetings and openly sharing and discussing issues before problems arise, I feel uncomfortable, but much more confident in my recovery. Many thanks to Step Staff, Team Leaders, employees, my Higher Power and my daughter, Jenny.

One day at a time!



People Who Have Most Influenced Us

Becoming a Leader

In 1988 I meet, Joel Worman and Dan Marquardt, two of the most influential people in my work life. They taught me to be a leader. Day in and day out Joel and Dan provided a sound example of what actions it takes to lead myself and what it takes to lead a team.

I carry these attributes with me today not only at work but also in my personal life. They taught me that to be a leader one must be fair, honest, confidential and positive. Never complain to anyone who cannot help. To be a leader is to be pre-

dictable. Everyone is more comfortable if you are consistent in your decisions and you stand by them. Dan taught me that it is ok to disagree, if you voice your opinions with respect and listen to others. Lastly, they taught me to respect my job and do my job with pride, no matter what it is I am doing.

Cheryl Fritz

Sales & Marketing

An Influential Note

High School had just gone by in a big puff of smoke and I was now a freshman at UW-Oshkosh majoring in Music Performance. My class schedule brought me to the office of Beverly Hassel who was my individual piano Instructor and performance coach. Her office was quite large as it contained a pair of beautiful black baby grand pianos side by side. Steinways, I noted, top of the line instruments. Beverly was tall and graceful, slender and precise. She was well known throughout the music communities from her classical recordings, nationwide recitals and participation in international competitions. She was truly a polished and professional musician who unexpectedly exuded acceptance.

I presented myself in the typical flower power fashion I had become accustomed to, cowboy boots and blue jeans. Yeah man, peace, love and rock n roll. With a warm smile she shook my hand, sat down at a distance and said “play something for me”. She was expecting a prelude or perhaps a movement from a sonata so she could evaluate my skill level and performance potential. I blasted out some Deep Purple, a little Stormy Monday and about ten minutes of rock and blues improvisation. I played hard and I played loud believing this was my time to shine.

Following my musical introduction the warm smile returned to her face and she said three simple things. You are going to study classical music, you will not wear cowboy boots because they clunk on the pedals and you will not smoke marijuana throughout your course of study with me. In astonishment I heard myself answering “ok, it’s a deal”.

This was a turning point in my life, more than that; it was a foreshadowing of the type of discipline and commitment I would need in the future to stay clean and sober. Beverly had insight. Through our study together she showed me how to start believing in myself. She also launched my journey of self confidence which culminated in my performance of a Beethoven Sonata at a public recital attended by about 300 people. That was some scary stuff, walking on stage with all eyes on you and then performing about thirty minutes of music by memory. It was a great performance with no mistakes. I had learned some lessons from one of the best and now I was putting it all into practice. Believe in yourself, have confidence, practice discipline and one more thing, listen to your teacher.

Sam Wisneski

Human Resource/Safety Manager

I was excited to write about who has inspired me most thus far in my life. His name is Sergio A. and he is my best friend and husband. Never before have I known or experienced unconditional love, however, he has shown and given that to me.

His unshakeable faith in God, his genuine and compassionate spirit, and his humble truth are some of the qualities that inspire me most.

If I achieve to become half the person he is by the end of my life, I will have lived a beautiful one.

Caitlin Z.



People Who Have Most Influenced Us Continued

Leslie W. Mom, because she instilled the values and principles she has today.

Mary M. Although he has passed away, my father's wisdom, experience and knowledge continues to live in me through my recovery.

Mike P. Grandfather, because he taught me how to be a hard worker.

Anton R. Mom, because she helps with his recovery.

Greg T. Mom, because of her loyalty and goodness.

Rochelle C. Sister Todd (the first lady of the church) because she set a foundation for wisdom, knowledge & understanding.

Yolanda R. My friend Douglas because he encouraged me to not give up.

Lee L. Larry L. (older brother) because he's influenced me by being a hard worker, a go getter, and by not being afraid to accomplish anything he sets his mind to.

Natasha B. My pastor, Bryant Grant, because he counsels me on how to be perfect in the will of God.

Missy E. Counselor at NOVA. Trustworthy and knowledgeable.

Paulette G. Sponsor because she's always there, gives suggestions, and doesn't judge.

Norman W. Bill W. The program of AA helped me change.

Connie K. Brother—lots of sobriety and tough love; Sponsor-made me work the Steps and go to meetings; Counselor who helped me find my sponsor.

Chad L. Sponsor because he's always there.

Julie H. God (H.P.) Always there and guides me in the right direction.

Richard S. Mom who never gave up on me.

Amanda Father who supports me 100% and is understanding.

Jackie B. Spiritual mentor who helped me connect with my H.P.

Jenny P. Mom who is supportive in everything.

Ron M. Son gives me the motivation to be there for him so he doesn't have to take care of me.

Julie K. My baby gave me the motivation to be a better mother.

Liz B. Son gave me the motivation to be able to take care of him.

Dave C. AODA counselor introduced him to the Mooring House.

Shane K. Brother is a good example.

Derek E. My sister has been through similar experiences and managed to get her life under control and on the right path, which encourages me to do the same.

Mario M. Brother is a good influence.

Pete My sister is my main support through Cancer. She gives support for everything I'm going through. Without her I wouldn't be where I am.

Toni D. Sponsor. She believed in me when I didn't believe in myself.

Brian K. Counselor Wendy. She's not giving up on me. She doesn't let me slide on my homework and tells me how it is.

Karl S. Brett Favre. He overcame his addiction to Vicoden and alcohol. He has a "no quit" attitude.

Natalie D. My boyfriend, Jason F. His dedication to his recovery is phenomenally inspirational and he's been very encouraging.

Liisa B. My grandma, who was a severe alcoholic. She quit all on her own and was a very happy, giving and loving person when she got sober.

Tom H. Paul Neuman. He was very charitable with his wealth.

STEP WRITE UP

Step Industries, Inc.
1010 Strohmeyer Dr.
Neenah, WI 54956

Phone: 920-722-2345
Fax: 920-722-0629
Email: maxine@stepindustries.com
www.stepindustries.com



Helping People...Helping Business

Step Newsletter Options

1. *Would you prefer to receive the newsletter **by e-mail**? If so, please provide your e-mail address.*
2. *Would you prefer to **discontinue** receiving the newsletter?
Please respond with your name and address and we will take you off our mailing list.*

Kindly send your requests to: cheryl@stepindustries.com. or call: 920-722-2345 ext. 227.
Be sure to include your name and mailing address with all correspondence.

We appreciate your help in keeping our newsletter mailing list current.